

2026 Gender Pay Report

Statutory figures as at 05 April 2026

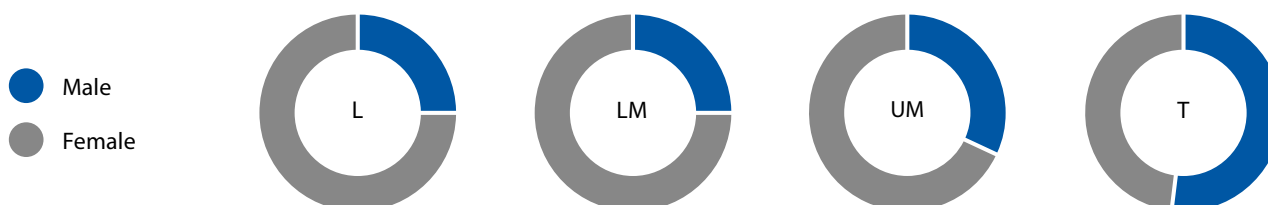
WPA

The following Gender pay report is produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017.

All WPA employees, regardless of gender, age, background or ethnicity are given equal opportunities to thrive through professional qualification and development opportunities. Rewards are independently determined and based on the skillset, qualifications and experience required to fulfil each role. Males and females are paid the same salary for the same roles. A good indicator of the quality of our working environment can be evidenced by the average employee tenure of over 8 years.

Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
Male	25.71%	25.71%	33.96%	52.38%
Female	74.29%	74.29%	66.04%	47.62%



Pay levels are reviewed regularly and benchmarked against market comparatives. Succession planning is considered at all levels, with a desire to nurture the talent within our organisation such that, where possible, we promote from within.

Pay and Bonus Gap

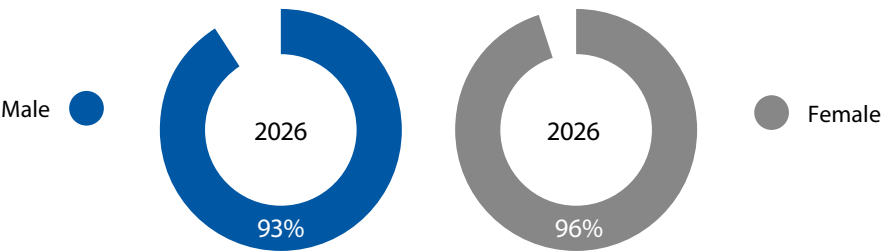
	Mean	Median
Hourly pay	30.72%	14.34%
Bonus	58.47%	17.91%

The mean pay gap shows the difference between male and female workers' hourly pay/bonus as a percentage of the mean average male pay/bonus. The median pay gap shows the difference in median earnings as a percentage of the median male pay/bonus.

The primary reason for the existence of a gender pay gap at WPA is that whilst the male to female ratio for the upper quartile is fairly equal at 52:48, there is a skew effect through the Leadership Team with 60% of these posts held by men. All the quartiles show a strong representation of women throughout levels.

Companywide bonus payments, when viewed as a percentage of salary, are set equally between males and females. Differences in the values of bonus paid arise because of the volume of part-time employees. 36% of female employees work part time compared to only 8% of male employees. The disproportionately high number of part-time females makes the gender pay gap figure wider, as WPA are required to report the gender bonus gap based on the actual hours worked, (and actual value of any bonus received), without adjusting the bonus figure for part-time working.

Proportion of employees receiving a bonus



All WPA employees on permanent contracts are eligible to participate in our companywide bonus scheme called Partnership for Excellence (PfE), which is typically paid annually in December. The lower percentage of males receiving a bonus arises due to the profile of new recruits since the last bonus was paid and the data for this report as at 5 April 2026.

I confirm the accuracy of the data reported above.

Nathan Irwin
WPA Chief Executive Officer
December 2026